

An Garda Síochána

Oifig Saoráil Faisnéise
An Garda Síochána
Teach áth Luimnigh
Lárionad Gnó Udáras Forbartha Tionscail
Baile Sheáin
An Uaimh
Contae na Mí
C15 DR90



Freedom of Information Office
An Garda Síochána
Athlumney House
IDA Business Park
Johnstown
Navan
Co Meath
C15 DR 90

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website: www.garda.ie

Bí linn/Join us  

Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000223-2016 Partially Granted

Deai

I refer to the Freedom of Information Act 2014 (FOI Act) and your submission to An Garda Síochána dated the 30th May and received on the 31st May 2016.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency “insofar as it relates to administrative records relating to human resources, or finance or procurement matters”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request is shown below:

- :: The total number of days lost due to sick leave by members of An Garda Síochána in 2015, and the number of members concerned*
- :: A breakdown of the number of days lost due to sick leave by members of An Garda Síochána in 2015 due to a) ordinary illness b) occupational injury/illness arising through duty and c) critical illness*
- :: a breakdown of the number of members concerned in each of the above three categories*
- :: A further breakdown of the number of days lost due to sick leave by members of An Garda Síochána in 2015 due to occupational injury/illness arising through duty in the following categories a) injury accident b) injury malicious c) injury RTA d) occupational illness*
- :: A breakdown of the number of members concerned in each of the above three categories*
- :: A breakdown of the number of days lost due to sick leave by members of An Garda Síochána in 2015 in each garda division*
- :: The number of garda members who availed of long term sick leave in 2015, and what percentage this accounted for of the force as a whole*
- :: The total cost of sick leave for Garda members in 2015*

I wish to inform you that I have decided to partially grant your request on today's date.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decisions to deny access

The Human Resources and People Development section were contacted to identify the records relating to your request. They advise that the figures contained below are based on queries on data produced from An Garda Síochána's Sickness and Absences Management System (SAMS) on the 3rd February, 2016. The figures provided exclude records relating to civilian staff and garda reserves.

Members of An Garda Síochána who avail of sick leave of more than one day absence are required to provide a medical certificate from their GP.

The new Public Service Sick Leave Scheme was introduced from 31st March 2014. The Public Service Management (Sick Leave) Regulations 2014, made by the Minister for Public Expenditure and Reform set out the terms of the new Public Service Sick Scheme.

The rationale for the new scheme is to increase productivity, and lower the cost of sick leave by reducing the periods during which paid sick leave will be available and capping the period during which "temporary rehabilitation remuneration", formerly "pension rate of pay", may be paid.

Under the terms of the new Public Service Sick Leave Scheme entitlement to paid sick leave is calculated over a rolling four year period. This did not previously apply to members of An Garda Síochána.

The Annual Report of An Garda Síochána 2014 contains a comparison of sickness and absences for the periods 1st April 2013 to 31st December 2013 and 1st April 2014 and 31st December 2014 on page 17.

The overall sick leave figure for the 2013 period was 173,884.5 and the same period in 2014 shows the total sick leave at 121,579 a decrease of 30%. Comparable figures for 2015 will be contained in the 2015 Annual Report which will be published on the Garda website (www.Garda.ie) in the Publications Section.

I advise that I am granting parts 1 – 7 of your request.

With regard to Part 1 of your request our Human Resources and People Development section reports that a total of 157,864 days were lost due to sickness and absences in the 2015 calendar year and involved 7,140 members. Please note that the number of days is calculated based on the number of calendar days the member was absent. This figure may include weekends, public holidays and rest periods.

Table A below displays the number of days lost through sickness and absences along with the number of members concerned as sought in Parts 2 and 3 of your request. These figures do not account for members who sustained an occupational injury but did not avail of sick leave.

Table A – Sickness and Absences by Type in 2015

	Number of Days Lost*	Number of Members**
Ordinary Illness	106,077	6,876
Critical Illness	6,923	65
Occupational Illness/Injury arising from Duty	44,865	558
Total	157,864	7,499

* The number of days is calculated based on the number of calendar days the member was absent. This figure may include weekends, public holidays and rest periods.

** Please note some members may be included under more than one category.

The records sought under Parts 4 and 5 are contained in Table B which shows the number of days lost for occupational injury in 2015 along with the number of members involved. These figures do not account for members who sustained an occupational injury but did not avail of sick leave.

Table B – Occupational Injury Absences by Type in 2015

	Number of Days Lost*	Number of Members**
Injury Accident	2,500	8
Injury Malicious	4,268	16
Injury RTA	1,598	7
Occupational Injury/Illness	36,499	531

* The number of days is calculated based on the number of calendar days the member was absent. This figure may include weekends, public holidays and rest periods.

** Please note some members may be included under more than one category.

In response to Part 6 of request I refer you to Appendix A which details the breakdown of sickness and absences by division.

With regard to Part 7 of your request, I refer you to the figures in Table C, below.

As the strength of the Organisation fluctuated within the period of your request we are providing the number of members on long term sick leave, including those who were absent due to being injured on duty, as a percentage of the average strength of the Service over the requested period. Again the period of absence is calculated on the number of calendar days that members were absent and may also include weekends and rest days.

Table C – Long Term Sick Leave in 2015

Average Strength 2015	Number of Garda Members on Long Term Sick Leave	% of the Service
12,805	1044	8.20%

I advise that I am refusing part 8 of your request relating to the total cost of sick leave on administrative grounds.

Section 15(1)(c) states:

15. (1) A head to whom an FOI request is made may refuse to grant the request where—

(c) in the opinion of the head, granting the request would, by reason of the number or nature of the records concerned or the nature of the information concerned, require the

retrieval and examination of such number of records or an examination of such kind of the records concerned as to cause a substantial and unreasonable interference with or disruption of work (including disruption of work in a particular functional area) of the FOI body concerned,

The cost of sick leave for Garda members is based on the mid-point of the PPC scale for each rank. The figure relates to salaries only and do not include the cost of allowances. In order to provide the total costs of sickness and absences it would require correlating the allowances applicable for the member concerned and calculating the proportional amount for the absence. This would cause a substantial and unreasonable disruption to the Human Resources and People Development section of An Garda Síochána to inspect all records held to identify these costs.

However, when reviewing the Sick Leave costs for 2015, DPER decided not to report on sick leave as a result of Injury on Duty and reported on Ordinary Illness for all of the Public Service. A methodology for the adjustment of the costs for sick leave to take into account periods of half pay and Temporary Rehabilitative Remuneration and unpaid sick leave was also introduced. This methodology has also been applied to the 2015 sick leave costs. I am providing the adjusted sick leave costs in Table D below.

Table D – Adjusted Cost of Sick Leave

Adjusted Cost of Sick Leave for members of An Garda Síochána

€11,035,337.79

2. Rights of appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000223-2016**.

Freedom of Information Office,
An Garda Síochána,
Athlumney House,
IDA Business Park,
Johnstown,
Navan,
Co. Meath
C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8. Payment can be made by electronic means, using the following details:

Account Name: Garda Síochána Finance Section Public Bank Account
Account Number: 10026896
Sort Code: 900017
IBAN: IE86B0F190001710026896
BIC: BOFIIE2D

You must ensure that your FOI reference number is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request will be removed to protect confidentiality where applicable.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,

 **SUPERINTENDENT**
HELEN DEELY
FREEDOM OF INFORMATION OFFICER.

 **JULY 2016**

Appendix A
Sick Days by Division

Division	Days Lost
CAVAN/MONAGHAN	4614.00
CLARE	3021.00
CORK CITY	6695.50
CORK NORTH	4302.50
CORK WEST	2117.50
D.M.R. EASTERN	4631.50
D.M.R. NORTH CENTRAL	5689.00
D.M.R. NORTHERN	7975.00
D.M.R. REGION OFFICE	18.00
D.M.R. SOUTH CENTRAL	7600.50
D.M.R. SOUTHERN	6500.00
D.M.R. TRAFFIC DIVISION	2884.00
D.M.R. WESTERN	9740.50
DONEGAL	5540.00
GALWAY	5595.50
GARDA HQ & OTHERS	5023.00
KERRY	3497.50
KILDARE	4636.00
KILKENNY/CARLOW	4730.00
LAOIS/OFFALY	3783.50
LIMERICK	8462.50
LOUTH	5191.00
MAYO	3211.50
MEATH	3911.50
NATIONAL SERVICES	4766.00
ROSCOMMON/LONGFORD	5157.00
SLIGO/LEITRIM	4343.00
TIPPERARY	7522.50
WATERFORD	5408.00
WESTMEATH	2706.50
WEXFORD	3705.00
WICKLOW	4885.00
OVERALL TOTAL	157864.00